Secretary of the Air Force

I n t e g r i t y - S e r v i c e - E x c e l l e n c e

Acquisition Professional Development

Integrated Digital Environment

Professional Development Life Cycle

Matt Benavides

U.S. AIR FORCE

Defense Acquisition Workforce Improvement Act (DAWIA)

Background

- Improve the quality of the acquisition workforce
- Improve the acquisition process
- Provide a framework of minimum education, experience & training for positions and incumbents
- DAWIA brought SAF/AQ into personnel domain
  - requires access to personnel information
  - management of acquisition related assignments
  - reporting workforce related issues

As of: 2

Professional Development Integrated Digital Environment

- Create an environment where people have immediate access to the information they need to do work

  - requires analysis of what work <u>has</u> to be performed
  - requires tools, connectivity, and corporate memory
  - takes a culture change to allow access to information

- Creates knowledgeable workers, increases productivity

Assumptions

■ Creating an integrated digital environment requires changes in the culture and work processes

■ Working with the Air Force and DoD Personnel community and our customers to provide
  - Essential career planning guidance and tools
  - Flexible policies and procedures

Integrity - Service - Excellence

Assumptions (cont'd)

■ Effective workforce planning and utilization requires

- Mechanisms to anticipate workforce trends

- Capability to forecast skills (competency) changes

- Resources and infrastructure that facilitate recruitment, development and retention of workforce

Project Objectives

- Enhance and maintain an effective Acquisition Professional Development Program

- Ensure core business processes support the Air Force mission and individuals' needs

- Provide a sufficient, well-qualified and retainable workforce to support Air Force acquisition programs
  - promote effective workforce planning, professional development and utilization
  - provide automated tools and flexible procedures that facilitate self-service career opportunities

I n t e g r i t y - S e r v i c e - E x c e l l e n c e

My Acquisition Career Vision

- Create an information environment that facilitates:
  - Planning Professional and Personal Growth opportunities (Assists in mentoring and individual development planning)
  - Aggregating, executing and funding IDP requirements
  - Analyzing performance based information on all aspects of the acquisition professional development program
  - Providing comprehensive guidance, expert advice
- Promote flexible procedures and streamlined "self-services"
  - Throughout the entire personnel life cycle

As of:

Acquisition Workforce Personnel Life Cycle

- Begins with Accession to workforce
  - Manage acquisition coding of positions
  - Assignment to acquisition coded position
- Development, utilization & maintenance activities
  - Education and training (initial skills, certification)
  - Assignments and referrals to acquisition positions
  - Cross training, career broadening
- Separations and retirements complete the cycle
  - Manage Critical Acquisition Position waivers
  - Ensure cadre of qualified personnel are in the queue

Acquisition Workforce Personnel Life Cycle

![U.S. AIR FORCE]
U.S. AIR FORCE

MyAcquisitionCareer.mil

Accessions → **Development** → **Utilization** → **Maintenance & Enhancement** → **Retirement & Separations**

Accessions

Manpower Data System
Manage Acq Wrkforce Auths
Acquisition Position Coding
Set Position Development Reqt's

Personnel Data Systems
Assignment Preference Worksheet
Civilian Resumix

Workforce qualification
Assignment Actions Completed
Skills assessment (inventory)
UMD Guide
Manpower tables
Create Workforce Develop Plan
Jobs Jobs Jobs
afoats.af
careers.airforce

(Training Assessment)

Development

Initial Skills Training
Career/Functional Template

Tuition Reimbursement
DAU Training
Managerial training

Air Force
Guide Book
Career Brief
DAU On-Line University
Training Policy
Training Reports

HQ AF On-line Registration
Professional Military Education
Education
AFPC DPD Training
Dept of Education
Generic career guide

Utilization

Career/Functional Assignments

Civilian / Military Integration

Military/Civilian Classification
Assignment Systems
Local fill actions
Career Broadening
Promotion Rates
Acq Corps Mbrship/Eligibility)
Waivers

Officer guide (mil)
Assignment Process

Military Assignments

Civilian Career Programs

Jobs **Jobs** Jobs

Maintenance & Enhancement

Mentoring
Cross Flow Training
Continuous Learning
Tuition Reimbursement
Acq Demo
Incentive Pay

Commanders guide
AMC Retention
Career Corner
Jobs **Jobs** **Jobs**
Civilian Jobs
Civilian Career Programs
Civilian Benefits
AF Civilian Benefits
Civilian Pay
Military Pay
Military Assignments

Military Pay and Benefits

Retirement & Separations

Critical Acq Positions
ADSC Requirements
Tenure Waiver
Exit Acquisition

Ret & Sep AFPC
Civilian Retirement
Veterans Affairs

Jobs **Jobs** **Jobs**

Career Corner

DoD IT Projects   **Portals in Federal Govt**   **More on Portals**

I n t e g r i t y - S e r v i c e - E x c e l l e n c e

As of:

9

Acquisition Workforce Accessions/Workforce Mix

- Determine workforce requirements
  - mix of skilled professionals, organic - military/civilian
  - assess inorganic support (FFRDC & A&AS)
- Ensure Manpower coding reflects planned utility
  - Establish Manpower Data System Filtering
- Establish/utilize functional progression templates
  - Enhance functional career development templates
  - Build Individual Development Planning Component
- Ensure assignments enforce qualification stds
  - Monitor Air Force Acquisition Assignments
  - Civilian Career Program and local hiring practices

Acquisition Workforce Development

- Institutionalize "Training is an Investment"
- Validated requirements must be integrated with the budget planning and resource allocation processes
  - Comprehensive Individual Development Planning
  - Prioritize professional development requirements
  - Ensure equitable resource allocation
- Build and maintain effective functional career guides and operational policies

I n t e g r i t y - S e r v i c e - E x c e l l e n c e

Acquisition Workforce Utilization

- Ensure proper distribution and skill mix of the force
    - Manage Cross-flowing enlisted personnel
    - Manage Career Broadening of Military/Civilians

- Manage proper ratio of trainees to journeyman
- Establish flexible utilization of military and civilian
    - Integrate military and civilian data bases
    - Streamline civilian classification
    - Allow cross utilization of military and civilian authorizations
   - Utilize single assignment/placement system

Acquisition Workforce Maintenance and Enhancement

- Retain workforce with incentive programs
  - Provide challenging work
  - Provide opportunities for recognition and advancement

- Provide robust career progression mentoring
- Provide professional and personal continuous learning activities
- Provide fair and equitable compensation strategies

Acquisition Workforce Separations and Retirement

- Manage the priority placement of civilians and military affected by RIF and SERB programs
- Expand opportunities to re-hire military members under civilian authorities
- Manage Position Certification,Continuous Learning & Active Duty Service Commitment waivers
- Reward people with generous retirement plans and recognition programs

I n t e g r i t y - S e r v i c e - E x c e l l e n c e

MyAcquisitionCareer.mil
& GCSS-AF - Aggregation Model

U.S. AIR FORCE

Users' Browsers

Acquisition Workforce Business Components

| Ind Dev Plan | Certifications | Waivers | Reports |

Aggregation of core systems

GCSS-AF Integration Framework

| Manpower | Personnel | Assignments | Acquisition Training | Finance |

GCSS-AF Enterprise Business Components

MDS   MPDS/CPDS   AFAS/Civilian   OSS/OTA/ITM   DFAS
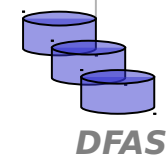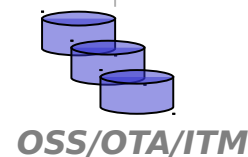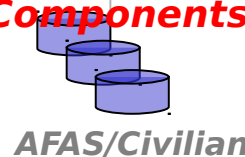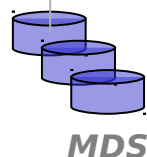
Enterprise Business Databases

As of:

My Acquisition Career Capabilities

- Support Virtual Personnel and Pay services
- Assists with workforce mentoring
  - Essential planning information (guidance) accessible
  - Comprehensive Individual Development Planning
- Enable employees, their managers and those supporting the Acquisition Professional Development Program to begin accessing and controlling:
  - relevant acquisition personnel information
  - professional development products and services

Integrity - Service - Excellence

Conclusion

Working with our internal customers and commercial partners to develop MyAcquisitionCareer.mil is helping the Air Force shape our overall information technology architecture by drawing on the Internet and best commercial practices

As of: